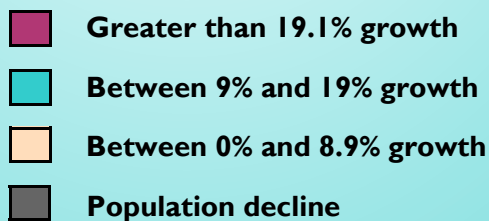
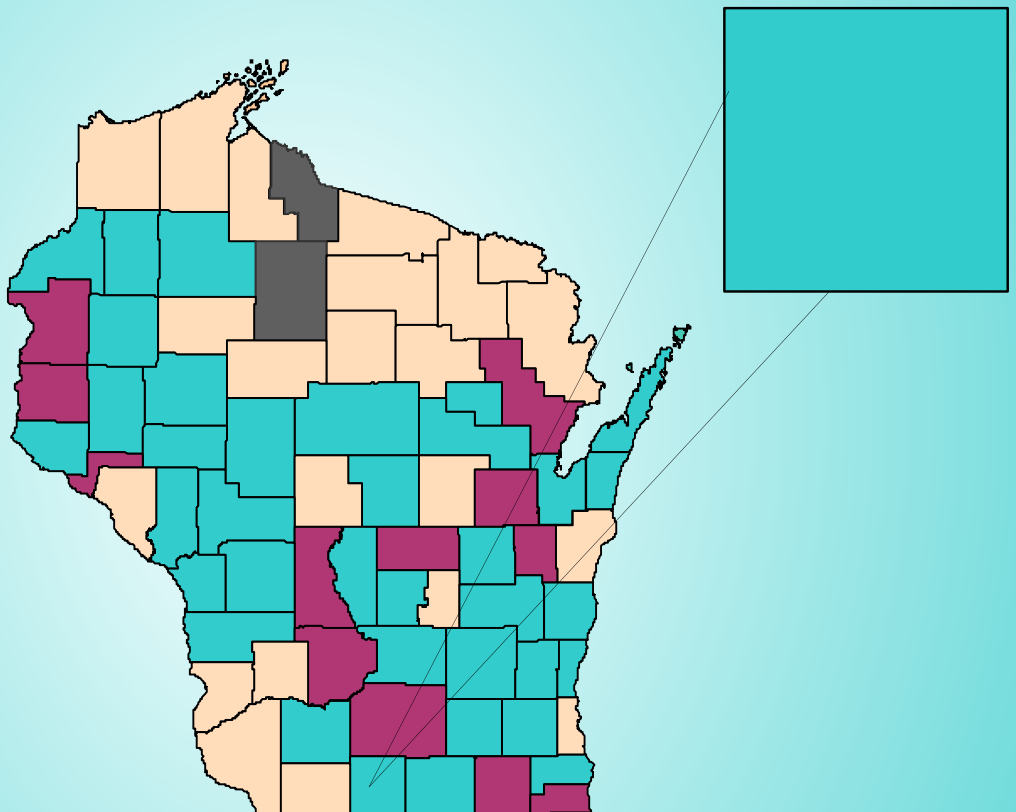


Green County Workforce Profile

Projected population growth from 2000 to 2020



Source: Wisconsin Department of Administration, Demographic Services Center.
Statewide population growth is projected to be 13.9 percent from 2000 to 2020.



County Population

The population increase of 2.1 percent in Green County exceeded the increase in both the State of Wisconsin and in the nation. From April 2000 through December 31, 2001 the population increased by 704 residents from 33,647 to 34,351 residents. The increase in population was primarily from individuals relocating to the county.

Since April 2000, 565 residents moved to the county for a migration rate of 1.7 percent, higher than the state migration rate of 0.94 percent and higher than migration rates for other similar non-metropolitan counties in the state.

The largest increases in population were in the towns of Exeter and Decatur, both close to metropolitan areas in neighboring counties.

The increase in population from natural causes totaled 139 even though there were 699 births in the county. One reason why the increase in population from natural causes is low, and the fertility rate is less than in the state, is that the median age in Green County in 2000 was 37.9 years, higher than the median age in Wisconsin of 36 years.

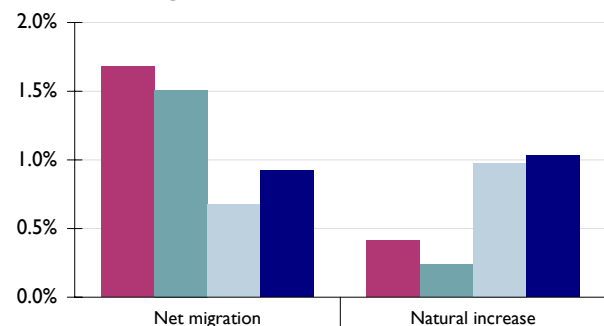
Another reason for fewer births is that there is less ethnic diversity in the population and fewer foreign-born residents than in other areas of Wisconsin and the United States. In the United States, and to some degree in Wisconsin, an increase in births is linked to the non-white populations. Even though the number of births to whites is still the largest share of all births, that is declining as births

Total Population

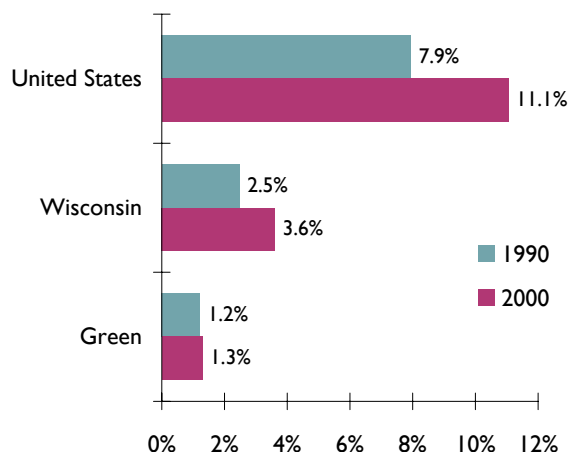
	April 2000 Census	January 1, 2002 estimate	Percent change
United States	281,421,906	286,923,000	2.0%
Wisconsin	5,363,701	5,453,896	1.7%
Green County	33,647	34,351	2.1%
Largest Municipalities			
Monroe, City	10,843	10,906	0.6%
Brodhead, City*	3,180	3,172	-0.3%
New Glarus, Village	2,111	2,113	0.1%
Decatur, Town	1,688	1,769	4.8%
Exeter, Town	1,261	1,414	12.1%
Jefferson, Town	1,212	1,229	1.4%
Monroe, Town	1,142	1,191	4.3%
Albany, Village	1,191	1,191	0.0%
Monticello, Village	1,146	1,148	0.2%
Clarno, Town	1,079	1,088	0.8%

* Green County portion only

Net migration and natural increase



Share of Foreign-born Residents



Source: Wisconsin DOA, Demographic Services Center & US Census Bureau

to other ethnic groups is increasing.

Most of the foreign-born residents in Green County were born in European countries, followed by those from Latin America and Asia. Out of a total foreign-born population in 2000 of 435, 244 moved to the county prior to 1980.

In the last decade there were over 3,938 births in the county, less than the number of residents under the age of nine in 2000. This suggests that fami-

(Continued on page 2)

Green County Workforce Profile

Population Projections by Age Groups in Green County

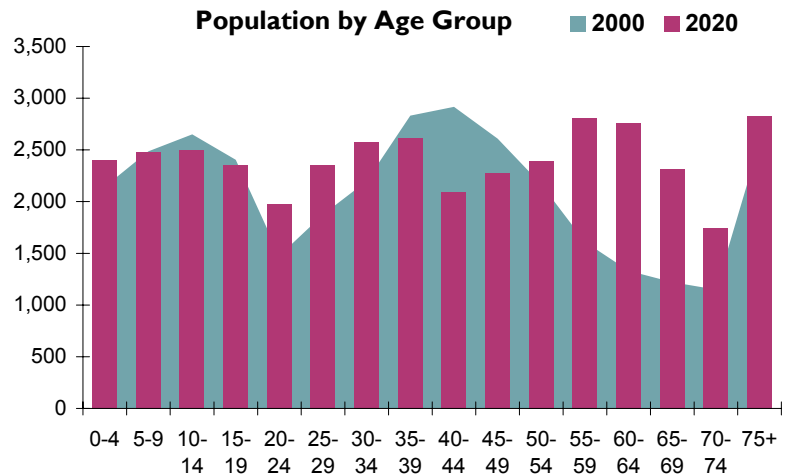
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
2000																
Male	1,065	1,272	1,395	1,239	754	968	1,065	1,439	1,481	1,342	1,103	797	662	544	511	921
Female	1,078	1,215	1,256	1,165	723	908	1,133	1,393	1,435	1,267	1,064	814	668	677	639	1,654
2005																
Male	1,083	1,218	1,348	1,355	1,011	845	1,056	1,149	1,483	1,478	1,335	1,068	767	600	468	935
Female	1,040	1,235	1,290	1,177	948	872	1,009	1,201	1,423	1,436	1,260	1,045	808	641	633	1,689
2010																
Male	1,109	1,207	1,274	1,309	1,105	1,130	927	1,147	1,189	1,483	1,474	1,296	1,031	698	519	919
Female	1,065	1,163	1,294	1,205	955	1,124	972	1,074	1,228	1,422	1,425	1,235	1,037	775	600	1,702
2015																
Male	1,165	1,219	1,259	1,235	1,065	1,240	1,227	1,005	1,186	1,188	1,478	1,430	1,251	940	605	946
Female	1,121	1,176	1,216	1,204	973	1,132	1,231	1,031	1,096	1,223	1,406	1,392	1,222	993	725	1,679
2020																
Male	1,227	1,262	1,270	1,219	1,003	1,193	1,342	1,321	1,038	1,185	1,184	1,434	1,382	1,143	817	1,042
Female	1,177	1,221	1,229	1,131	972	1,157	1,236	1,297	1,052	1,092	1,209	1,374	1,378	1,172	932	1,783

Source: Wisconsin Dept. of Administration, Demographic Services, October 2003

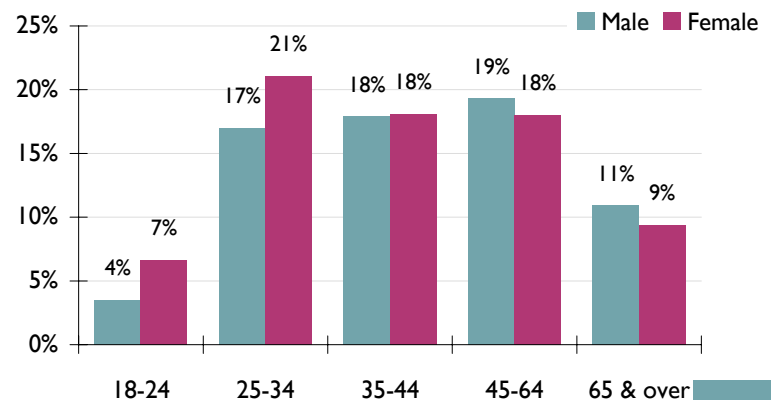
lies with younger children were a big part of county gains from migration. The influence of migration is also key in the population projections from the Wisconsin Demographic Services section (above).

The total population is projected to increase 14.3 percent to 38,474 by 2020. Some of that increase is projected in the younger age groups, but most will occur in the older age groups. The graph on the right illustrates just how much of the population will be over 55 years old in 2020 compared to 2000. The share of population over the age of 55 will increase from 23.4 percent in 2000 to 32 percent in 2020 as the population under 20 years old declines from 28.8 percent to 25.3 percent.

The number of residents in the 20-24 year old group declines when they graduate from high school, and the bottom graph seems to suggest that the youth that leave the area for post-secondary education seldom return. This is even more evident in the drop in the share of the younger female population with degrees. The share of residents by age group with at least a bachelor's degree is smaller in Green County than in the state and the distribution declines in the 35-44 year old group. Overall, 16.7 percent of population has at least a bachelor's degree compared with 22.4 percent in Wisconsin.



Percent of age group with at least a Bachelor's degree in Green County



Source: US Dept. of Commerce, Census 2000, Summary file 4, QT-P20

Labor Force Characteristics

Once every ten years the census produces labor force demographics that includes labor force participation rates by age groups. The labor force participation rate (LFPR) is the number of residents who are either working or looking for work divided by the total, non-institutional population.

The top graph shows that labor force participation rates are highest for the middle age groups and lowest for the older age groups. This is typical in most counties and states and reflects the changing needs and desires of people to work. Younger residents are in school, middle-aged residents have many financial commitments, and older residents are anticipating retirement.

In Wisconsin the LFPR is higher than most other states and may have reached maximum levels. In 2002, the LFPR in Wisconsin of 73 percent was among the five highest in the United States. The overall participation rate in Green County in 2002 was 69 percent, lower than in the state, and declining since the late 1990s.

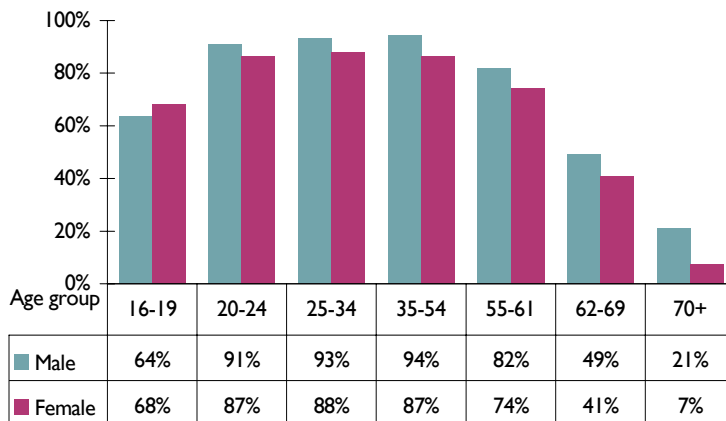
The lower LFPR in Green County than in the state is a bit perplexing since there is greater participation from every age group. One possible explanation could be that the labor force estimate of 17,930 is still based on 1990 census data. The estimates produced by the department have not yet been benchmarked to Census 2000 and during the decade the number of residents who commute to jobs in neighboring counties nearly doubled. This would explain the higher LFPR for age groups (from Census 2000 files).

Participation rates for both males and females in Green County in all age groups exceed the state. The greatest disparity occurs in the 62-69 year old group. The LFPR for males and females in this age group in the state are 37 and 29 percent, respectively. The higher participation rates, especially for older residents, bode well for the future labor supply in the county.

The labor force projections in the graph on the right assume current participation rates by age and sex of the projected population for 2020. By 2020 the labor force age population (16 years and older) will increase from 25,890 to 30,620 and the share of residents over 55 years old will increase

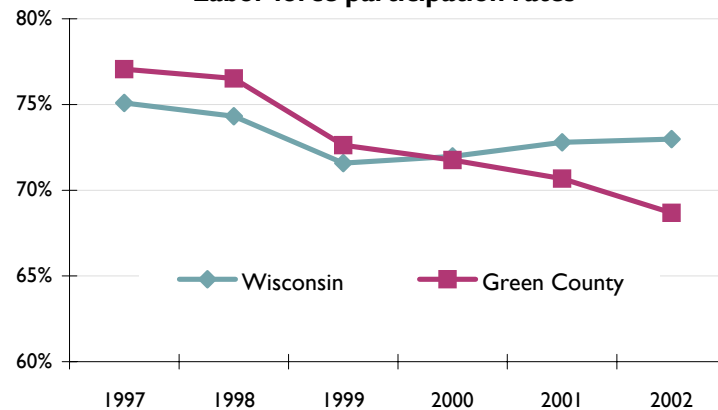
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Green Labor Force Participation by Age & Sex in 2000



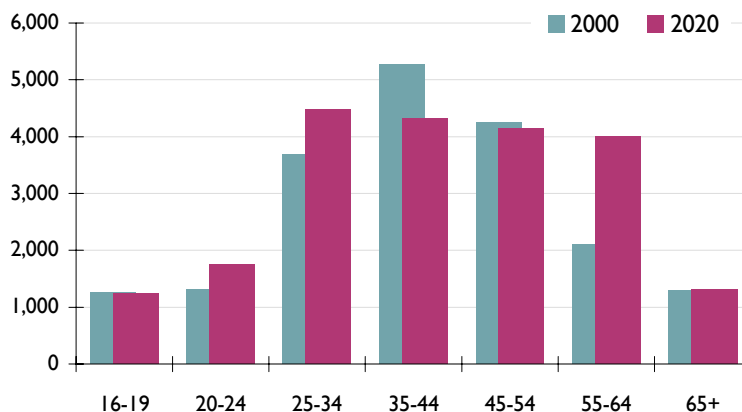
Source: US Dept. of Commerce, Census 2000, Summary file 4, PCT-79

Labor force participation rates



Source: WI DWD, Office of Economic Advisors, 2003

Labor Force by Age in 2000 & 2020 in Green County



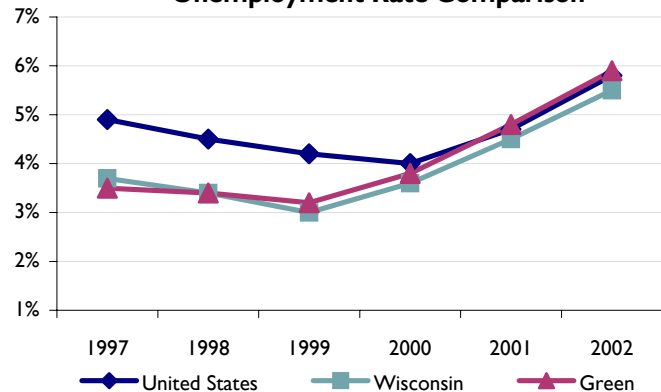
Source: DWD, Office of Economic Advisors, US Census, SF-4 (PCT-79), WI Demographic Services

Green County Workforce Profile

from 30 to 41 percent. Based on these projections the total labor force will expand 13 percent from 2000 to 2020, slightly slower than the 18 percent increase in the last twenty-year period.

Of the 17,930 residents who currently participate in the labor force 16,875 are employed and 1,050 are unemployed. The unemployment rate in 2002 of 5.9 percent is the highest annual average rate since 1986.

Unemployment Rate Comparison



Green County Civilian Labor Force Data

	1997	1998	1999	2000	2001	2002
Labor Force	18,781	18,913	17,963	18,509	18,414	17,928
Employed	18,117	18,277	17,388	17,814	17,535	16,875
Unemployed	664	636	575	695	879	1,053
Unemployment Rate	3.5%	3.4%	3.2%	3.8%	4.8%	5.9%

Source: WI DWD, Bureau of Workforce Information, LAUS program, 2003

Occupations in demand

Green County is in the southwest region of the state and the list of jobs on the right is representative of the jobs in the county.

The greatest demand for workers is in the occupations on the 'Most Openings' list. This list includes many occupations considered as first-time, or temporary, jobs that workers often leave as other opportunities open up. Turnover is high and wages are low. The one occupation where wages are higher and some post-secondary education is required is registered nurses. Registered nurses are in great demand nationwide.

The 'Fastest Growth' occupations are often referred to as hot jobs, with more training requirements and better wages. In the southwest region, however, this list also includes five occupations that require no degree although many employers have grown to expect some institutional training for workers to fill these jobs. There are often fewer openings in these jobs since the list is based on the greatest percent change in employment; for example, an occupation that increases from five jobs to ten jobs increased 100 percent whereas an occupation that increases from 2,000 to 2,200 jobs increased only ten percent.

Southwest Region Occupation Projections: 2010

	Top Ten Occupations	Education & Training Typically Required*	Average Wage**
Fastest Growth	Computer Support Specialists	Associate degree	\$17.36
	Network & Comp. Systems Admin.	Bachelor's degree	\$22.01
	Personal and Home Care Aides	1-month or less training	\$7.94
	Medical Records and Health Information	Associate degree	\$9.95
	Medical Assistants	1-12 mo. on-the-job training	\$10.91
	Computer and Information Systems	Work experience & degree	\$30.39
	Social and Human Service Assistants	1-12 mo. on-the-job training	\$12.43
	Computer Systems Analysts	Bachelor's degree	\$31.98
	Hotel, Motel, and Resort Desk Clerks	1-month or less training	\$7.72
	Home Health Aides	1-month or less training	\$8.65
Most Openings	Cashiers	1-month or less training	\$7.48
	Comb Food Prep/Serv Wrk/Incl Fast	1-month or less training	\$6.70
	Retail Salespersons	1-month or less training	\$9.86
	Waiters/Waitresses	1-month or less training	\$6.77
	Labrs/Frght/Stock/Matrl Movers/Hand	1-month or less training	\$10.87
	Registered Nurses	Bachelor's degree	\$22.41
	Stock Clerks/Order Fillers	1-month or less training	\$10.22
	Packers/Packagers/Hand	1-month or less training	\$10.21
	Shipping/Receiving/Traffic Clerks	1-month or less training	NA
	Office Clerks/General	1-month or less training	\$9.89

* The most common way to enter the occupation, not the only way

** Wages from Occupation Employment Statistics survey responses for region, 2001

Southwest WDA includes Grant, Green, Iowa, Lafayette, Richland and Rock counties.

Source: WI DWD, Bureau of Workforce Information, 2002

County Commuting Patterns

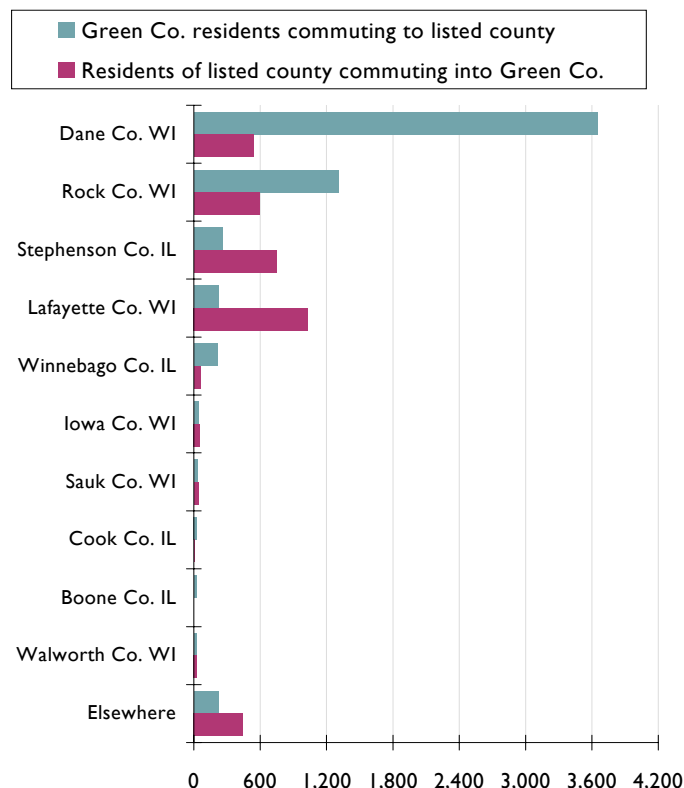
The 'county-to-county worker flow' files, also known as county commuting patterns, are one of the most anticipated data sets released by census. It is a key piece of information when profiling the workforce of a local community, especially in Green County where a large share of the labor force is employed outside of the county. In Wisconsin,

commuting patterns for municipalities are also available every ten years from the census and were released in April 2003.

Roughly 6,045 Green County residents, 34 percent of the workers who live in the county, traveled out of the county for a job. Three in every five workers who left the county headed for employers in Dane County and half of those traveled to the City of Madison. Since 1990 the number of commuters to Dane County more than doubled. The second most popular destination was the City of Janesville in Rock County. Employers in the cities of Belleville in Dane County and Evansville in Rock County also attract over 300 Green County workers.

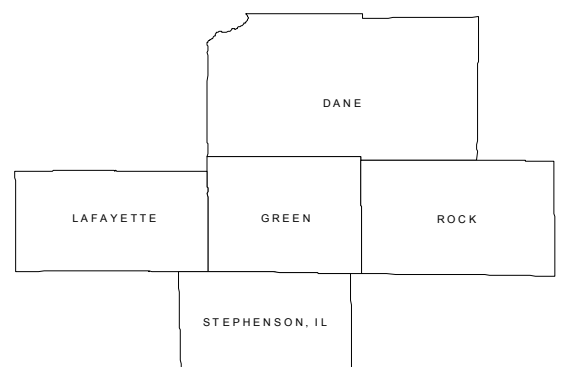
Even though over 6,000 residents travel out of the county for a job they are still included in the county labor force. That is the primary reasons that the labor force in Green County is greater than the number of jobs with area employers.

Employers in Green County attract roughly 3,550 workers to jobs in the county, far fewer than leave the county. Most of those workers travel from Lafayette County and are headed to employers in the City of Monroe. The City of Monroe is also the destination for the majority of workers from Stephenson County, Illinois. Overall, employers in City of Monroe attract nearly two out of every three workers from neighboring communities.



	Green Co. residents commuting to listed county	Residents of listed county commuting into Green Co.	Net gain or loss of workers
Dane Co. WI	3,652	541	-3,111
Rock Co. WI	1,308	594	-714
Stephenson Co. IL	257	747	490
Lafayette Co. WI	225	1,032	807
Winnebago Co. IL	217	61	-156
Iowa Co. WI	44	55	11
Sauk Co. WI	36	39	3
Cook Co. IL	29	9	-20
Boone Co. IL	26	not avail.	not avail.
Walworth Co. WI	25	29	4
Elsewhere	226	445	219

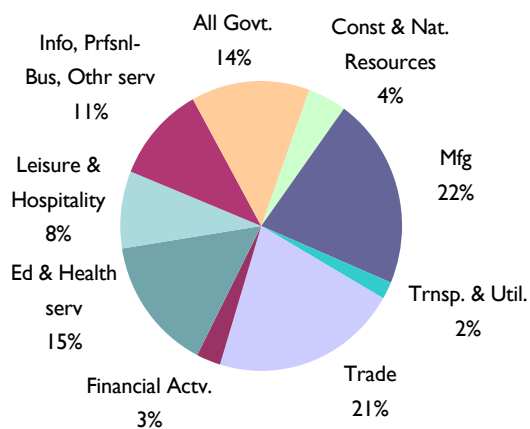
Source: US Dept. of Commerce, Census 2000, County-to-county worker-flow files



Industry Employment - Introducing NAICS (North American Industry Classification System)

In 2003 the industry coding system for employers, used to publish employment estimates, changed from the Standard Industrial Classification (SIC) to the North American Industry Classification System (NAICS). The transition from SIC, used for the last seventy years, to NAICS began in 1997 with the Economic Census. However, the monthly Current Employment Statistics program, responsible for the monthly nonfarm wage and salary employment estimates for counties, initiated the change with the revision of 2002 estimates.

Green County Industry Distribution: 2002



Because NAICS is so different, revisions to earlier years' estimates are difficult and do not appear in this publication. Estimates for 1990 to 2001 have been published for states and metropolitan areas.

There are new industry classifications in NAICS that simply did not exist in SIC. A good example of this is the new industry sector for management of companies and enterprises. In the past, large companies reported their management operations under their primary SIC. Under NAICS they are asked to report this employment separately.

Some of the changes to the Green County employment estimates for 2002 are visible in the table below (SIC distribution uses unrevised estimates). The most significant change was the transfer of jobs in communication to the new information sector. Jobs from printing and publishing, previously in manufacturing, were also reassigned to information; and, logging jobs were also transferred out of manufacturing to the natural resources sector.

Wholesale and retail trade jobs declined to 21 percent of total employment in NAICS from 30 percent. The primary reason is that restaurants, food service companies and bars were moved to a new sector of leisure and hospitality. Hotels and lodging facilities are also a part of this new sector, making it easier to monitor changes in tourist related busi-

(Continued on page 7)

2002 Industry Employment in Green County: A comparison of two classification systems

NAICS Super-sectors	Employment	Distribution	SIC Industry Divisions	Distribution
Construction, natural resources & mining	638	4%	Construction & Mining	3%
Manufacturing	3,098	21%	Manufacturing	22%
Transportation, warehousing & utilities	276	2%	Transportation, utilities & communication	3%
Trade (wholesale & retail)	3,114	21%	Wholesale trade	4%
			Retail trade	26%
Financial activities	410	3%	Finance, insurance & real estate	3%
Information, professional & business services, other services	1,565	11%	Services & misc (incl. agr, forestry, fishing)	26%
Education and health services	2,178	15%	Government	13%
Leisure & hospitality	1,226	8%		
Government	1,992	14%		

Source: WI DWD, Bureau of Workforce Information, Current Employment Statistics Program, March 2003

Green County Workforce Profile

nesses. It will also be much easier to monitor the rapidly expanding health services sector, grouped with private education in the monthly estimates. Most education jobs are included in the public sector in the monthly estimates.

The lists of top ten industries and employers in Green County uses the North American Industry Classification System. In this list all private and pub-

lic education were grouped together making it the largest industry sector in the county.

Together the largest industry sectors provide nearly half of all the jobs in the county while the ten largest private employers provide three in every ten jobs. Six of ten the largest employers are in the City of Monroe and constitute the primary attraction for non-resident workers.

Top 10 Industry Groups in Green County

Industry Group	March 2003		Numeric change 2002 - 2003
	Employers	Employees	
Educational Services	9	1,126	-3
Nonstore Retailers	*	*	*
Food Services and Drinking Places	67	862	-31
Transportation Equipment Manufacturing	*	*	*
Hospitals	*	*	*
Food Manufacturing	22	658	52
Executive, Legislative, & Gen Government	24	608	0
Ambulatory Health Care Services	32	566	-76
ISPS, Search Portals, & Data Processing	*	*	*
Nursing and Residential Care Facilities	12	359	-12

*data suppressed to maintain confidentiality

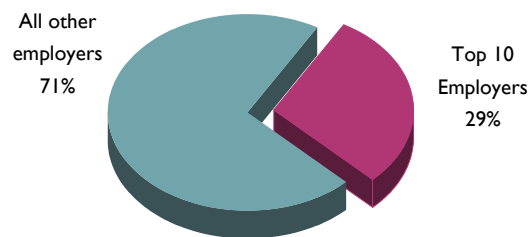
Top 10 Private Employers in Green County

Company	Product or Service	Size
Swiss Colony	Mail-order houses	1000 +
Monroe Clinic	General medical & surgical hospitals	500-999
Monroe Truck Equipment	Transportation equipment manufacturing	250-499
S C Data Center	Data processing, hosting, and related services	250-499
Woodbridge	Automotive parts manufacturing	250-499
Iroquois Foundry	Iron foundries	100-249
Kuhn Knight	Farm machinery and equip. manufacturing	100-249
Wal-Mart Associates	Discount department stores	100-249
Philips Electronics North America	Power, distribution, and specialty transformer manufacturing	100-249
LSI, Inc. - New Glarus	Meat processing	100-249

Share of jobs with top 10 industries



Share of jobs with top 10 employers



Source: WI DWD, Bureau of Workforce Information, ES-202 special report, First quarter, 2003

Green County Workforce Profile

The bottom graph emphasizes the strong presence of employers in the new super-sector of trade, transportation, and utilities in Green County. Roughly 26 percent of all jobs in the county and 25 percent of the total payroll is from this sector. In 2002 the annual average wage for workers in this sector of \$25,121 was only the fifth highest industry wage in the county but was the closest to the average wage for similar workers statewide. The payroll from manufacturing employers was the second highest in the county but because there are fewer workers the annual average

wage for production workers is higher. The average wage for all workers in Green County of \$25,756 increased 4.3 percent from the 2001 average of \$24,683. Statewide the average wage rose 2.7 percent in 2002.

Even though NAICS provides a better picture of wages in the new sectors there are still details on part time jobs

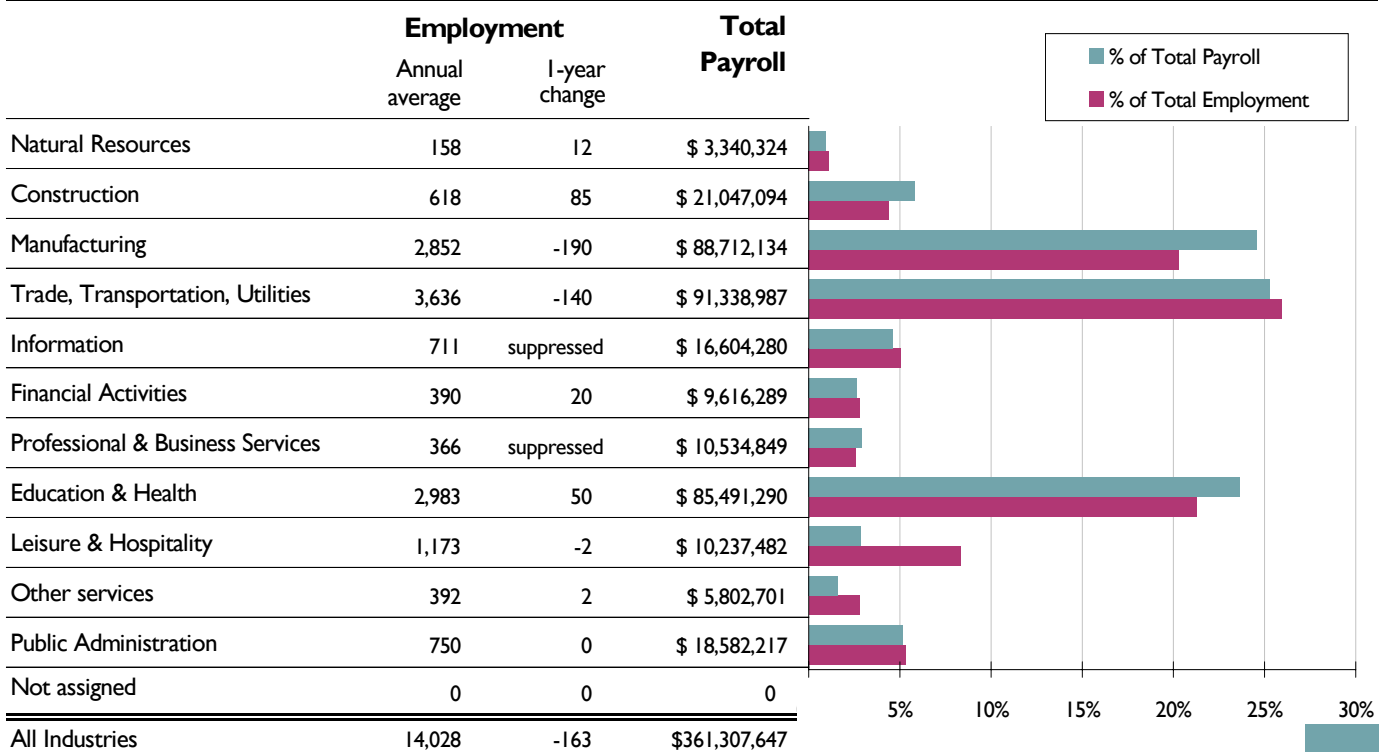
Average Annual Wage by Industry Division in 2002

	Average Annual Wage		Percent of	I-year
	Wisconsin	Green County	Wisconsin	% change
All Industries	\$ 32,422	\$ 25,756	79%	4.3%
Natural resources	\$ 25,481	\$ 21,141	83%	-0.1%
Construction	\$ 39,649	\$ 34,057	86%	10.8%
Manufacturing	\$ 40,584	\$ 31,105	77%	7.1%
Trade, Transportation, Utilities	\$ 28,422	\$ 25,121	88%	3.7%
Information	\$ 38,871	\$ 23,353	60%	Not avail.
Financial activities	\$ 40,337	\$ 24,657	61%	-0.3%
Professional & Business Services	\$ 36,324	\$ 28,784	79%	Not avail.
Education & Health	\$ 33,768	\$ 28,660	85%	2.9%
Leisure & Hospitality	\$ 11,837	\$ 8,728	74%	5.5%
Other services	\$ 19,500	\$ 14,803	76%	1.9%
Public Administration	\$ 33,769	\$ 24,776	73%	2.7%

Source: WI DWD, Bureau of Workforce Information, Covered Employment & Wages, August 2003

and temporary employment missing that are key components of annual average wages. Census 2000 revealed that 22.1 percent of the workforce work part-time and 17.6 percent work less than 40 weeks per year. In Wisconsin 24.1 percent work part-time and 19.5 percent work less than 40 weeks per year.

2002 Employment and Wage Distribution by Industry in Green County



Source: WI DWD, Bureau of Workforce Information, Covered Employment and Wages, August 2003

Per Capita Personal Income

Net earnings from jobs both in and out of the county, self-employment, and proprietorships, comprise the greatest share of total personal income in Green County. Even though net earnings comprise 60.2 percent of total county income that is less than both the state and national share of 66.7 and 67.6 percent, respectively. That's because the share of income from dividends, interest, and rent is higher in Green County.

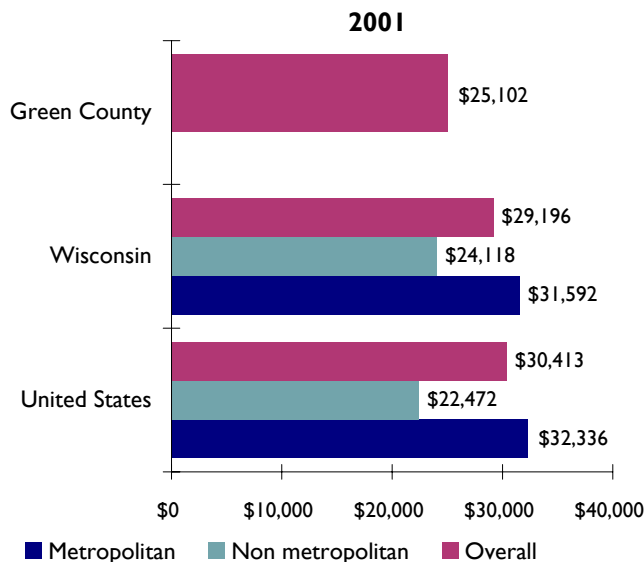
The higher share of asset income, plus an annual average wage that is much lower than in the state,

contribute to a lower per capita personal income in the county. The gap disappears if you compare Green County only to other non-metropolitan counties. Non-metropolitan wages are lower primarily because the jobs available in metro areas are in occupations that demand higher wages and the competition for workers drives up wages.

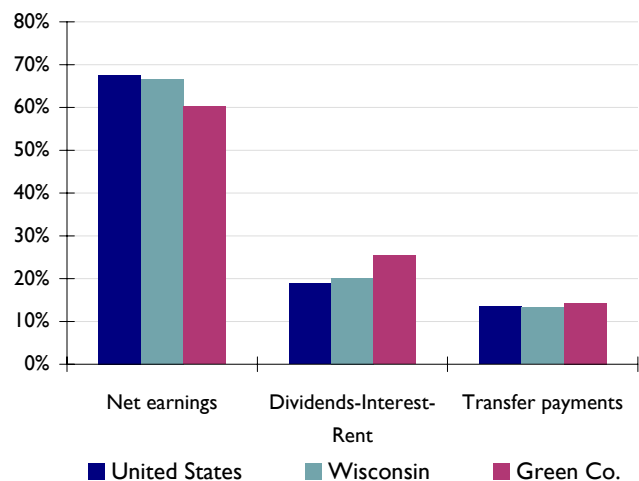
The Green County PCPI of \$25,102 in 2001 was 83 percent of the national PCPI and 86 percent of the state. It ranked 33rd among the 72 counties in Wisconsin.

Per Capita Personal Income

	1996	1997	1998	1999	2000	2001	Percent Change	
							1 year	5 year
United States	\$24,270	\$25,412	\$26,893	\$27,880	\$29,760	\$30,413	2.2%	25.3%
Wisconsin	\$23,301	\$24,481	\$26,004	\$26,926	\$28,389	\$29,196	2.8%	25.3%
Green County	\$21,156	\$21,818	\$23,159	\$23,621	\$24,799	\$25,102	1.2%	18.7%



Components of Total Personal Income: 2001



Source: US Dept. of Commerce, Bureau of Economic Analysis, State & Local Personal Income, May 2003, CAI-3, CA05

WWW addresses of source data

Wisconsin population estimates and projections:

<http://www.doa.state.wi.us/dir/index.asp>

Education levels of population, labor force participation rates, commuting patterns:

<http://www.census.gov/main/www/cen2000.html>

Labor force estimates (employed and unemployed), industry employment, average annual wages:

<http://www.dwd.state.wi.us/lmi/>

Occupations in-demand:

http://www.dwd.state.wi.us/lmi/wda_map.htm

Per Capita Personal Income:

<http://www.bea.gov/bea/regional/reis>

Profile author:

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